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The COMPASS

AMERICAN · ASSOCIATION · OF · SOCIAL · WORKERS

September, 1942

New Officers and Members of National Board

Report on Recent Mail Vote

Recruitment for Professional Education

Volume XXIII Number 6

THE report of the National Board on the results of the recent mail vote, in this issue of the COMPASS, closes the most recent of the Association's special studies and membership action on it. As the Board itself indicates, this does not close consideration of many of the issues which were part of the study nor mean an end to differences of opinion; moreover, it must mark not the end but the beginning of full use of the special study and report.

There can be little doubt that the AASW now faces one of the most critical periods in its history. Each step taken from now on by each member, each chapter, the National Board, the Delegate Conference, will determine how we come through, for it will test the application of what we know and have recently learned through special study. Few if any other organizations have the comprehensive bibliography on matters of structure, government, administration, which is available to an AASW member—based on critical, detailed analyses and examinations of issues and operations. That material—representing our past, our achievements, our shortcomings, our errors—provides more than adequate strength to weather the immediate difficulties and again pursue our course. The test lies in whether we can use the strength that is ours to claim and to use.

This period is as critical for the AASW as the war situation is for the world. We are not obliged to operate as the world in general operates. As a professional organization we are free from political and other obstacles; we should be able to do a good job. What then is the job immediately ahead? Isn't it to apply what we have learned and to put into operation the tremendous resources we have developed?

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Officers

Frank J. Bruno, *Pres.* James Brunot, *Treas.*
Lester B. Granger, *1st V-Pres.* Frank J. Hertel, *Sec.*
Assistant Executive Secretary in charge: Elisabeth Mills

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Report to the Membership on Results of the Mail Vote

The National Board herewith announces the result of the mail vote recently conducted by the Board on certain questions of purpose, policy and government in the Association. This was the Association's first experience in use of this method for obtaining membership opinion. The June issue of THE COMPASS carried a report from the Board to be used as the basis for the vote, as well as the ballot containing the two questions on which the members were asked to vote. Members were urged to submit comments as well as their YES–NO votes on the two questions presented. Thirty days were allowed for voting. An advance bulletin was sent to chapters, telling about the vote and asking chapters to assist in making members aware of the importance of expressing themselves on this issue.

Four hundred and seventy-five members participated in the mail vote, representing 73 different chapters of the Association and some non-chapter territory. Seventy of the ballots cast by these members were invalid, mainly because name and address were not written on the envelope.

On the first question—having to do with the principles on which the Association is based—392 votes were in the affirmative; 11 in the negative and 2 blank. On the second question—regarding recent steps taken by the Board—387 members voted in the affirmative; 15 in the negative and 3 refrained from voting.

With only about three and one-half per cent of the membership participating, the Board cannot consider the Association's management bound by any directive from the membership such as a vote of the majority of members would have constituted. Nevertheless, even this small vote has its value, in the nature of the appended comments and in the overwhelming majority of affirmative votes among the limited number cast. There are a number of possible reasons for this limited participation, and some are noted below. However, the Board has already expressed its conception of the job ahead. It intends to fulfill its responsibility along the lines indicated in its report to the membership. Comments received from 69 members, in addition to their votes, give the Board encouragement in this decision, even though a binding membership opinion has not been expressed.

In general the comments fell into three groups: those having to do with the vote; general comments on the Board's report; and comments on specific sections of it, the latter including some suggestions about changes desired. They came from 32 chapters, covering wide territory.

Nineteen of the 69 members gave general approval and support to the Board's report and the opportunity for a membership vote.

Twelve expressed general disapproval or lack of confidence.

The remaining 38 members commented on specific points only.

The great majority of those who voted agreed that the principles outlined in the Board's report provide a sound basis for operation and that the Board's recent action represents progress toward achievement of the Association's objectives. Thus the Board has no instruction other than to proceed along the lines of its report. Equal opportunity was provided every member to express his opinion by comment as well as by vote. The Board must assume that members not voting or commenting do not seriously question either the present base or the present direction of the Association.

The Association has purposes, functions and a structure approved by the membership. These provide the basis for working in the Association; they do not prevent differences of opinion, misunderstandings and misinterpretations. The Association will never be without these—and indeed, should never be without differences of opinion. The test of the Association's strength and professional capacity will come as it develops its program and refines and adapts its principles and policies to advance the profession of social work.

Many of the issues involved in this membership vote present marked differences of opinion within the present membership. The Association's present situation, and the incomplete understanding so frequently found among the members, are largely caused by the complexity and scope of these issues, and by the fact that many of them have been raised indirectly rather than directly, over a long period of time. The membership has further decisions to make regarding them. The record of the last several years gives substantial evidence that there is no general agreement on all phases of the Association's program—not even its purposes. Further proof of this fact is offered in this vote and the differing comments. The Board will have responsibility for reviewing those issues as in-

dicated in future program—as for instance in the membership study on which the National Membership Committee has been working. Fortunately, channels for this kind of review are open in regular program operations; the mere continuance of these issues and the need for their review is no valid reason for delaying resumption of an active program.

Probable reasons for limited participation in the vote. Among the possible reasons limiting the members' vote may be listed the following:

Difficulties in the mechanics of conducting a vote of this sort through THE COMPASS, not allowing a separate ballot and not bringing directly to members' attention the fact of the vote; the time of year, with vacation periods already started may also have been a factor.

Objection to holding a mail vote.

Objection to the form and nature of the questions proposed and to the YES or NO answers required.

Objection to prolonging discussion of the situation and issues involved in the vote, and a desire to "get going" on a constructive program.

Feeling that the Board's report did not clarify the issues in such a way as to make the results of the vote important for the Association's future.

Difficulty in understanding the material and the issues of the whole situation sufficiently to participate responsibly.

In spite of the probable existence of these factors, it should be remembered that for the 475 members who did vote, and the 69 who appended comments, this mail vote was at least a partially satisfactory means of recording their opinions. The problems involved in use of this method require some comment. The mail vote had never been used before, and present experience should be referred to in the future. The small vote recorded on this occasion should not be accepted as proof of the impracticability of this method of registering membership opinion. With the Association set up on a base of membership in the national organization, and with no other means for the members to express themselves directly on important issues, other than the annual election, it is important that this means be preserved.

There are limitations on this method that require careful interpretation, just as the Delegate Conference imposes limitations upon itself because of practical demands. In this instance the Board recognized that it was asking members to express themselves in a general way and specifically refrained from listing detailed items demanding a vote on each. It was thought that comments would serve instead to elicit membership opinion on specific details of program. It was felt that a vote on detailed items would require furnishing comprehensive information about every point in order for members to have the necessary facts for thoughtful voting. It can be seen, therefore, that some very practical problems are involved when a YES or NO vote is required. A question may be raised about the use of THE COMPASS for this purpose. It is also probable that more time is needed to get before the entire membership of a national organization the plan for the vote, its importance, a clear statement of its issues and the need for participation by every member.

Summary of comments received from members. Sixty-three of the comments were unsigned, submitted either on the ballot or in a separate statement; 6 were signed. Besides the 19 comments expressing general approval and 12 general disapproval, major comments having to do with specific sections of the Board's report were as follows:

Thirteen comments were critical of the further statement made by the Board in explanation of its request for Mr. West's resignation as executive secretary.

Nine stressed the importance of proceeding with program.

Five made some suggestion about or criticism of present program, including emphasis on the importance of having a strong national organization and program along with development of chapters and the need for more resources for leadership and service to chapters.

Two members questioned the Association's selective membership based on professional education.

Three questioned the Board's decision to establish a contractual relation with the executive secretary.

Five suggested qualifications desired in a new executive secretary, one requesting that the job specifications be made available so that interested members might be considered for the position.

Four members objected to the Board's present policies about staff salaries and salary scales previously in effect; 3 others objected to the separation salary arranged for the previous executive secretary.

Six comments had to do with THE COMPASS, 3 members approving it, 3 others wanting revision of it and questioning the wisdom of delay in putting into effect the recommendations of the Special Committee on THE COMPASS.

Two members stressed the importance of operating professionally and not politically in the Association.

Three objected to present administrative procedures, including a request for more adequate explanation to the membership of those procedures, budget expenditures, etc.

Two members were critical of postponing the Delegate Conference, one suggesting the Board appeared to be moving to eliminate the delegate conference and to abolish every semblance of the democratic process.

Members who objected to the vote itself gave such reasons as:

That the mail vote is a singularly undemocratic method because it gives the voter no chance to exercise a real choice.

That the material was too general, open to various interpretations, not subject to a YES or NO reply.

Comments came from members in the following chapters:

Chapter	Number of Comments
New York City	11
Philadelphia	7
New Jersey	6
Washington, D. C.	3
Kentucky	3
Twin City	3
Buffalo	2
San Francisco	3
Los Angeles	2
Illinois	2
Nebraska	2
Rochester	2
Northeastern Pennsylvania	2

In addition, comments from one member in each of the following chapters were received:

Alabama	Florida	Reading
Boston	Fort Orange	St. Joseph Valley
Central Missouri	Louisiana	St. Louis
Cincinnati	Maryland	Syracuse
Connecticut	Mississippi	Utah
Delaware	No. Carolina	Washtenaw Co.
	Westchester Co.	

and two comments from members in non-chapter territory.

Further analysis of votes cast. It is to be noted that at least one member from each of 73 chapters, or all but 16 of the chapters, participated in the vote, in addition to 12 members in non-chapter territory. The ten largest chapters, representing 4,731 of the members, accounted for 152 of the valid votes, as follows:

New York City	37	valid ballots
Chicago	14	" "
Los Angeles	6	" "
Washington, D. C.	13	" "
Cleveland	9	" "
St. Louis	7	" "
Philadelphia	33	" "
Boston	10	" "
Pittsburgh	15	" "
Twin City	8	" "

From Detroit, Connecticut and New Jersey (792 members in all) came 42 votes. The remainder covered

19 chapters of from 101–200 members.
19 of the 20 chapters with from 51–100 members.
22 of the 37 chapters with 50 or less members.

Negative votes on the two questions grouped as follows, according to chapter:

NO on (1)		NO on (2)	
Washington, D. C.	1	Washington, D. C.	1
Boston	2	Boston	1
Twin City	1	Detroit	1
Buffalo	1	Twin City	1
North Carolina	1	Buffalo	1
Oregon	1	New York City	4
Philadelphia	1	Philadelphia	4
Pittsburgh	1	Pittsburgh	1
Richmond	2	Richmond	1
	11		15

Further Information on Transportation Restrictions

Since the note in the January issue of the COMPASS about restrictions on tires and automobiles, a pamphlet has been distributed to state public assistance agencies by the Social Security Board in an effort to help in solving the very serious problems caused by tire rationing. The statement "Suggestions for Analyzing the Travel Problem of Public Assistance under Restrictions Imposed by Tire Rationing" suggests means for coordination of field work within an agency, coordination of work among agencies, rescheduling of field work, relocating of field offices, more detailed intake interviews, etc., indicating that no set of proposals or schedules will apply to all agencies. Distributed through the regional representatives of the Board, the statement is intended to be of help to public assistance agencies in planning their work. Final decisions as to priorities are made by the local rationing boards.

Results of 1942 Election of Officers

The election of officers for the year beginning October 1, 1942, and of members of the National Board and Nominating Committee, for which votes were mailed during the month, July 4 to August 3, was certified by the Committee on Elections and reported to the Secretary of the Association on August 10. The results are listed below.

As reported in the June COMPASS the election was conducted under the supervision of a Committee on Elections newly established by the National Board and functioning for the first time in this election. Members of the committee, which was appointed by the president, represented four different chapters of the Association. They were: Ralph G. Hurlin, chairman, New York City; Mrs. Martha Perry, New York City; Mrs. Helen C. Young, Westchester; Howard Hunt, New Jersey; Fred S. Hall, Florida.

The total vote in this election was much smaller than had been hoped for. In all, 3,231 valid ballots were cast, which was 806 fewer than in 1941. In addition, 2 blank and 53 invalid ballots were returned. No candidate was nominated by petition for this election. Although most of the contests were relatively close, in no instance was the margin between candidates less than 200 votes. Those elected are as follows:

Officers

Term Expiring September 30, 1943

President	Grace L. Coyle	Cleveland
1st. Vice-Pres.	Ruth Gartland	Pittsburgh
2nd Vice-Pres.	William W. Burke	St. Louis
3rd Vice-Pres.	Frank J. Hertel	Minneapolis
Secretary	Lillian H. Adler	Chicago
Treasurer	Paul L. Benjamin	Buffalo

National Board Members at Large

Term Expiring September 30, 1945

Claudia Wannamaker, Chicago
John M. Whitelaw, Portland, Ore.

National Board Members from Nominative Districts

Term Expiring September 30, 1945

District 2—Ruth E. Lewis, St. Louis
District 4—Louis E. Evans, Indianapolis
District 8—Mary Rittenhouse, New York City

Nominating Committee Members

Term Expiring September 30, 1945

District 1—Louise Cuddy, Boise
District 2—Charlotte Henry, Houston
District 8—Donald S. Howard, New York City

Members of the National Board previously elected and continuing in office, with their terms of office are:

National Board Members at Large

	Term Expires
Sara H. James, Minneapolis	1943
Margaret E. Rich, Pittsburgh	1943
Charles I. Schottland, Washington, D. C.	1944
T. E. Wintersteen, Chattanooga	1944

National Board Members from Nominative Districts

	Term Expires
District 1—Mary Cady, San Francisco	1944
District 3—Eleanor L. Hearon, Denver	1943
District 5—Mrs. Aileen K. Maccracken, Cleveland	1944
District 6—Agnes Van Driel, Washington, D. C.	1943
District 7—Marion Hathway, Pittsburgh	1944
District 9—E. Marguerite Gane, Buffalo	1943

Members of the Nominating Committee continuing in office from last year are:

	Term Expires
District 5—Rebecca Boyle, Cincinnati	1943
District 3—Kathryn Goodwin, Chevy Chase, Md.	1943
District 9—Elizabeth Rice, New Haven	1943
District 7—Joseph Anderson, Washington, D. C.	1944
District 6—C. William Chilman, Syracuse	1944
District 4—Wilma Walker, Chicago	1944

Recruitment for Professional Education in Social Work

RECENTLY a preliminary memorandum was sent to chapters regarding work that might be undertaken in connection with recruitment for professional education in social work. Excerpts from that memorandum are given below as it is believed all members are interested in recruitment problems and may help with them through their various relationships in social work as well as in chapter program. Chapters were asked to keep the national Association informed of plans they may undertake and of their experiences in working locally on the problems.

As is well known, the war, bringing about the development of new social work programs and expansion of existing programs, has greatly accentuated problems about the supply of trained personnel in social work. A severe shortage of trained personnel to man the increasing number of social work positions and to replace those who are being drawn off into the armed forces is to be expected, and in certain connections is already being experienced.

Part of this problem is reflected directly in a sharp drop in the number of persons undertaking a program of professional education for social work. The immediate shortage is serious; of even more concern for the future would be a continued downward trend in the number of persons entering the field.

This memorandum is intended to be suggestive only of the interests of the AASW in recruitment for professional education and ways chapters may develop these interests at this time. This is a partial step, in view of present limitations on Association program and operations. Further, this is not a complete statement of all the issues. Developments are taking place very rapidly. To the extent that resources permit we will be working on national aspects of this situation and will keep chapters in as close touch as possible with what takes place.

Nature of the Association's Concern

The AASW would have a stake in the personnel situation in social work at any time. In fact there has been consistent recognition over a long period that the supply of trained personnel has at no time been sufficient to meet the needs in the field and that the Association had some responsibilities for improving that situation. In the statement of program adopted in 1940 the Association committed itself to work on this problem in a number of different ways. For example:

Under *social work personnel,* the statement notes:

1. *Improved public understanding:* To increase the public's appreciation of qualified personnel as an essential factor in effective social service.
2. *Greater supply* of adequate personnel. In view of the lack of enough qualified personnel, to improve and develop such methods of recruitment as will attract to the field persons with capacity and interest to pursue professional education.

And with respect to *professional education:* The profound concern of any profession with its education arises from the necessity to preserve and transmit all that it has learned to be essential to effective practice. A professional Association must be alert to safeguard and promote its educational interests.

One of the immediate needs noted in this connection: Greater public interest and financial support for schools of social work. The promotion of greater understanding by this Association of the problems of professional schools so that it may extend its active influence to improving the quality and quantity of professional education.

Furthermore, the Association is already on record to the following effect:

> That persons in social work positions are confronted in their work with responsibilibilities relating to the lives and affairs of others in such a way as to require important safeguards in the public interest. These safeguards may best be insured by the selection for social work positions of persons whose preparation includes successful completion of two years of professional study in a graduate school of social work.

In adopting this goal the Association has also outlined general principles to be applied where deviations from the goal are necessary, which will safeguard ultimate achievement of that goal. The Association's resolution on standards for social work personnel, which defines this position, also makes clear that the Association's stake in professional education

stems from its very purpose—advancing the quality of social service.

One of the activities the Association undertook in this connection was negotiating with government agencies for inclusion of social workers in the National Roster of Scientific and Specialized Personnel, so that adequate data would be available about social work personnel. This has been reported in the May, 1941, and November, 1941, issues of THE COMPASS.

Suggestions About Things to Be Done

Needs of the immediate situation are being worked on through various channels—the professional associations, national functional organizations, the Association of Schools, governmental agencies. Several proposals for obtaining funds for educational purposes are now being considered. In addition, *a general program of recruitment is indicated,* aimed at interesting persons about to decide on their careers, in the challenge social work offers as a profession. It is to this end particularly that chapters are asked this time to give some attention wherever possible.

The following are some preliminary suggestions about ways of approaching such a program:

1. Through high schools and colleges in the community: making available material on the profession of social work, addressing classes and other groups within the schools, offering consultation with individuals about the field wherever that is desired.
2. Development in the community of the idea that use of funds for educational purposes is an important and valuable contribution to the development of social work, and stimulation of contributions from all possible sources in the community for those purposes.
3. Collaboration with other organizations and groups in the community.

Councils of social agencies might be approached to assist with this program, as they are frequently a useful source of contact with lay as well as professional persons concerned with standards of personnel for social work.

Other professional associations—AAMSW and AAPSW, which are encountering some special problems at this time but which also have general interests similar to those of the AASW.

Social agencies—to identify and assist with their concern to have an adequate supply of qualified persons to administer their services.

Civic groups—such as the League of Women Voters, with a general concern to have public services manned by qualified people.

Points to Be Stressed in a Recruitment Program

Social work is now an established profession. It involves theory and an intellectual content as well as practice, and may therefore offer a real challenge to those with intellectual interests. There is reason to give some emphasis also to the many problems still to be worked out—offering newcomers to the field an opportunity to help in its development and improvement. It is here that the professional organizations might be referred to.

There are 42 schools of social work which are members of the American Association of Schools of Social Work, and which are therefore known to meet certain standards of curriculum, organization, instruction, etc. It is important that students be fully informed of the significance of obtaining their education in approved schools. We understand that the facilities of these 42 schools are ample to care for a large number of new students.

Students who are now discovering that interesting and remunerative jobs are available to them without special training, need help in analyzing this situation and weighing immediate gains against a plan of specialized training that might offer security and reasonable remuneration for the future. All professions are feeling the impact of deterrents to professional education which the war situation creates. Chapters and members can be of real assistance to students and others in distinguishing between valid and invalid reliance on war-time conditions as a basis for this kind of decision.

Attention should be given to examination of the qualities desired and needed in persons entering the field. In this connection the value of pre-professional education can be brought out. While the schools are in position to absorb a large number of new students, the selection process at the point of admission to a school needs to be safeguarded and developed further to obtain the best possible persons for the field.

The extent of social work's establishment under governmental auspices can be an exciting challenge, along with the development in states and localities as well as in the federal service, of recognition of the need for standards for social work personnel.

It would be safe to say that for some time to come qualified persons who have successfully completed their professional education will have little if any difficulty in securing employment.

NOTES ABOUT CHAPTERS

One of the activities of the subcommittee on County Social Services (subcommittee of the Committee on Government and Social Work) of the *Milwaukee Chapter,* was the working out of a plan of reorganization of the County Public Welfare Services. The committee outlined several plans for reorganization, including those of past reports, the proposals of the Board of Supervisor's and its own. At a meeting of the chapter, the committee's own proposal, unification of all the categorical aids with the Department of Public Assistance, was approved and subsequently a letter was sent to the County Board of Supervisors, copies of which went to the County Board of Public Welfare, Director of County Institutions and Departments, Director of the County Civil Service Commission and the Milwaukee Journal making this recommendation and asking consideration of centralization of the county children's services.

After a visit with one of the editorial writers, the Milwaukee Journal carried the following editorial which shows interesting recognition of the professional group's job:

> The Milwaukee Chapter of the American Association of Social Workers—an organization open only to highly trained professional people in the welfare field—has sent a letter to the Milwaukee county board of supervisors. The letter gives the association's position on the subject of consolidating and reorganizing the county's welfare services, a matter now receiving considerable attention from the supervisors.
>
> The association is to be commended for thus making its ideas known to those in public office. As a group of professionals, it has something real to offer. Out of the background, experience and training of these men and women should come good advice, worthy of the most careful consideration by men in office who, after all, must depend in no little measure on others for their technical information.
>
> The association advocates the organization of a unified county department of public welfare which would handle all phases of public assistance. It also favors centralization of county services for children, now divided among many agencies.
>
> The ideas are not new. Other organizations have urged them. The point is that now the American Association of Social Workers, which is vitally interested in such matters and which can speak with a degree of authority about them, adds the weight of its conviction to the whole. It comes out of its academic shell to do a public service.
>
> Too often such organizations, having something to offer, hesitate to enter the "practical world of politics" even to the extent of a letter. It is too bad when that is so, for the politician must get advice somewhere and he might as well get at least part of it from sources able to give it from mature and varied experience—and without political or other bias.

From the California Council News Letter comes the following about activities of the *San Francisco Chapter:*

The Special Emergency Committee appointed by the Executive Committee has adopted the following general statement with reference to the Role of the Professional Social Workers in National Defense:

> Total war accentuated the problems of individuals; it multiplies the changes in individuals' lives thereby intensifying the need for adjustment. Disruption of society by total war and disaster inevitably brings about the need of individuals and families for relief from want and adjustment to change, both immediate and future.
>
> Social workers, because of professional education which is recognized as requiring satisfactory completion of two graduate years of training, are equipped to give their services to the community in dealing with the programs of assistance and service to those in need.
>
> It is anticipated that immediate temporary needs will be met through the combined efforts of existing volunteer groups. Long time plans for assistance to those in need of rehabilitation, readjustment and re-settlement will require knowledge of social welfare and technical skills in its application. Social workers are able to give leadership and service to the community in the fields in which they are especially prepared; namely, case work, group work, and recreation, social welfare administration, community organization and social research.

An orientation course for volunteer social workers is now being held at the extension Division of the University of California. These volunteers were interviewed by members of the AASW and American Association of Medical Social Workers. Out of the 352 interviewed, 230 were qualified for the course, and over 175 of that number had a college education. At the termination of the course, the AASW will act in an advisory and consultant capacity, the mechanics of placement and assignment of individuals will be the responsibility of the Civilian Defense Volunteer Office.

The other function of the Special Emergency Committee of the San Francisco Chapter is the compilation of a roster of all professional and practicing social workers. So far a return of over 50 per cent from the chapter membership has been achieved, and of the 700 cards that have been mailed, around 400 have been returned. It is hoped that the roster will be complete—100 per cent—in the very near future. These cards will be available to the Office of Civilian Defense, American Red Cross, Public Welfare Department and the Army, in case of disaster.

Upon recommendation of its Nominating Committee the Executive Committee of the *Washington D. C. Chapter* has adopted a statement of duties and qualifications of chapter officers, covering the chapter chairman, vice chairman, secretary, treasurer and executive secretary. Duties of the chapter chairman are: To organize chapter committees in relation to national committees; organize new committees as local or special problems indicate need; maintain continuity of interest and prevent duplication in committees, this responsibility to be shared jointly with vice chairman and executive secretary; select chairmen for non-elected committees; organize programs for membership meetings with assistance of executive secretary and committee chairman; preside at membership meetings; preside at Executive Committee meetings; present plans for approval and special problems for decision of Executive Committee; maintain relationship with national office; attend delegate conference; review monthly bulletin for membership; prepare and present annual report.

The executive secretary's responsibilities are: To assist chairman in planning chapter program and membership meetings by sharing responsibility in preparation of committee assignments, recruiting for committees, attendance at committee meetings for purpose of attaining an overall picture of chapter activity and participating chapter personnel; prepare monthly chapter bulletin, subject to revision of chairman and committees concerned; collect and file copies of chapter material and records; attendance at meetings of outside groups; attend Executive Committee meetings; receive, route and carry on chapter correspondence with national office, committee chairmen and individual members; receive notices of changes of address and keep addressograph current; make business arrangements with the printing and mailing firm; prepare reservation lists for monthly chapter dinners and some committee meetings; assist committee chairmen regarding arrangements for meetings.

A statement on "Guiding Principles to Be Preserved in Plans for Evacuation of Children" was released recently by the *New York City Chapter* to about 100 public officials and interested organizations and individuals, and to the press. Reports indicate a good response: one newspaper carried a news article; an official working on this problem in the state commented favorably and wanted to discuss it with the chapter, and the statement is also to be used as a part of the speakers kit for the Civilian Defense Volunteer Office. The report deals with the preparations that need to be made in the event of necessity for evacuation and some of the methods that would make for the least amount of disruption of normal living. The chapter also has a statement on "Social Work Principles to Be Observed in the Event of Evacuation of Enemy Aliens from the New York Metropolitan Area." Both of these statements have been distributed to chapter members through the chapter's annual report, copies of which are available from the national office.

A statement of principles and a suggested plan and procedure for the evacuation of aliens, developed in connection with the evacuations on the west coast immediately after war was declared, was distributed by the *Puget Sound Chapter* to all Association chapters and other organizations and interested individuals. It has been used by a number of the chapters in studying this problem. This statement was also reported on at one of the Association's meetings during the National Conference of Social Work. Copies of the statement and plan are available from the national office.

Southeastern Regional Conference

The annual meeting of the Southeastern Regional AASW Conference will be held in Nashville, Tennessee, October 2 and 3 at the Hermitage Hotel. Chapters and members in the territory of this regional conference, which covers thirteen chapters in ten of the southeastern states, have been particularly interested in the problem of the adequacy of assistance to families and individuals within the region. The annual meeting will have a program centered around the results of studies made by the various chapters concerning this problem, and the problems which have resulted from the war situation. Members of chapters within other regions are invited to attend this conference if interested.

MEMBERS IN WAR SERVICES

At the present time we know of 85 members of the Association who are serving in the armed forces. In addition 100 members have recently gone with the American Red Cross and United Service Organizations. Undoubtedly there are more members than this in war service for we know about them only when information is sent to the national office.

The national Association started to keep a record of members going into the armed forces when the Selective Service Act went into effect and this has been kept up since the declaration of war. We are anxious to keep track of these people not only so that we can be of help, where that is possible, but also so that we can know what our members are doing and what use is being made of social work skills and experience. We try to keep members informed about other members who are in the same camp or military post and to put them in touch with nearby chapters. A number of chapters have been making special efforts to learn of and be of assistance to such members. From the New Orleans Chapter, for example, comes a special invitation to members who are in the city, particularly those in the armed forces, to attend chapter meetings and to get in touch with the chapter in other ways. Means have been developed also through the national office for corresponding with members in the armed forces, and this correspondence has been useful to the subcommittee on Social Work Selectees whose work has been reported in the November 1941 and June 1942 issues of the COMPASS.

There is an administrative need, as well, to keep in touch with members in war service in connection with general membership matters and the dues collection procedure. For a number of years the Association has had a "special member" list to which members may be transferred upon request if they are ill, temporarily unemployed (for other than family or personal reasons) or engaged in full time study for one academic year at an accredited school of social work. Special member status means cancellation of national dues for one year. When the Selective Service Act went into effect the national Association added a fourth category to the special member list to provide for suspension of dues for one year for those who were drafted or who enlisted for a year of military service, with renewal of such status if military service continued. Upon entrance of this country into the war, the fourth category became renewable "for the duration," and the Association now automatically renews membership for those members who are in the service.

The source for determining who is eligible for special member status and renewal of it is the member himself, although chapters in many instances have been helpful in passing on information needed for such a determination when the member was unable to do so. Members who are winding up civilian affairs preparatory to war service have a lot to do and might welcome assistance from the chapter, such as notifying the national office what address is to be used for Association mail (preferably a home or other address in this country if the member is going into combat duty), and whether suspension of dues is desired. While special member status for members in the armed forces is automatically renewable for the war period, an annual follow up is made by the national office as a means for ascertaining member's whereabouts where possible and for verifying continuation of his service. This is explained to members when special member status is first arranged.

The former Graduate School for Jewish Social Work in New York City has been inactive since 1939. Miss Frances N. Harrison, the former assistant director of the school, advises us that the school records are now in her charge at 1700 Walnut Street, Philadelphia. Anyone who wishes information about former students should get in touch with Miss Harrison at that address.

We deeply regret to announce the recent death of Graham Romeyn Taylor who was Executive Secretary of the AASW in 1921. At the time of his death, Mr. Taylor was director of the Division of Publications of the Commonwealth Fund.

Consultant in Public Assistance Needed

The United States Civil Service Commission has announced an unassembled examination for Consultant in Public Assistance, salary $2,600 to $4,600, and has sent copies of the full announcement to AASW chapter chairmen. Appointments will be made in Washington, D. C., and the twelve regional offices of the Social Security Board and will be known as War Service appointments. Applications are available from the United States Civil Service Commission in Washington, and from any first or second class post office except in district headquarters cities where forms must be obtained from the district office. There is no closing date for filing and applications will be accepted until the needs of the service are met.

Four types of positions are listed with duties of each described as follows:

A. Consultation and supervision in the administration of public assistance: Representing the Bureau of Public Assistance of the Social Security Board within a regional area in consultations and negotiations with cooperating State agencies; review and analysis of State public assistance plans.

B. Participation in the planning, development and direction of studies of the administration of public assistance, involving the collection, analysis and interpretation of source materials.

C. Consultation in standards and procedures of public assistance administration and in such specialized fields as medical assistance, child welfare, staff training, personnel, and standards of assistance.

D. Research in problems of public welfare: Developing plans for current statistics and special studies of social and economic problems and technical procedures of public assistance agencies, directing the collection of data, and preparing analytical summaries.

Minimum qualifications for positions described under A, B and C include a four-year course leading to a bachelor's degree including or supplemented by at least one full year of study, graduate or undergraduate, in an accredited school of social work. For positions described under D applicants must have completed a full four-year course leading to a bachelor's degree including or supplemented by at least 15 semester hours in the social sciences and three semester hours in statistics or in methods of social research.

Applicants must have had experience of the length and quality to insure thorough familiarity with principles and techniques in the administration of public social services, knowledge of governmental organizations, etc. Types of qualifying experience include administration, supervision, consultation in, or performance of social case work services in a public or private welfare or health agency of acceptable standards; social welfare planning in an agency primarily concerned with coordination and improvement of social work programs; teaching in an accredited school of social work; research carried on in a research unit of a public or private social welfare agency, in a foundation or in an accredited school of social work.

For the lowest grade of positions described under A, B and C applicants must have had at least one year of full time paid experience involving supervision of other social workers. For the lowest grade of positions described under D applicants must have had at least one year of responsible paid experience in research as described above.

Persons who have been rated eligible for any grade of the Consultant in Social Services examination of 1941 need not file application since their applications will be considered for these positions. Such persons are urged, however, to file supplemental statements of subsequent experience.

Examinatian for Children's Worker

The Personnel Board of the State of Washington has notified us that applications will be accepted until further notice for examinations announced previously in the April COMPASS, for Children's Worker (Grades I, II and III) in the State Department of Social Security. Applications are available from the State Personnel Board, 1209 Smith Tower, Seattle, Washington. Persons who applied previously need not apply again. Further information about the conditions of the position and the minimum qualifications are on page 8 of the April 1942 issue of the COMPASS.

MEETING OF THE NATIONAL BOARD

A three day meeting of the National Board is scheduled for the week end of October 9th, on call of the newly elected president, Grace Coyle. Many important problems and issues will be before the Board at this meeting. It is expected that the National Membership Committee will report on the study of membership it has been engaged in for the Board, and will include in its recommendations proposals as to next steps to insure adequate chapter and membership discussion prior to any formal action on the requirements. The National Membership Committee's report will cover the work of the four subcommittees on community organization, probation and parole, group work and public welfare which have now completed their assignments. Most other standing committees have not been active this year but their recommendations of a year ago will be taken up in connection with program plans. Questions about staff organization and selection will also be on the agenda. Background material relating to established principles and policies and issues of program, finance, etc., has already been sent to all newly elected members of the Board.

The Executive Committee is meeting on September 12 and 13 to complete pending matters of business and formulate recommendations for National Board consideration in the light of recent events. The Executive Committee also met in June primarily to get under way the work of the Board committee which is responsible for establishing a list of candidates for the position of executive secretary of the AASW, from which the Executive Committee, in consultation with the Board, was empowered by the Board at its May meeting to make the final selection. In accordance also with Board action in May, the Executive Committee considered further the question of a 1942 Delegate Conference. Formal action was taken to omit a conference at this time, and this action and the main reasons for it were transmitted to chapters on June 11. The Executive Committee agreed that later events might indicate the desirability of reviewing this decision but that under present circumstances a conference was not needed, particularly since the entire membership was being given an opportunity to express itself on current issues of purpose, policy and Board direction through the mail vote.

Executive Committee actions will be reported to the Board and are subject to its approval. Final decisions on all actions, therefore, will be available through minutes of the next Board meeting.

DURING the past year four new schools have been admitted to provisional membership in the American Association of Schools of Social Work, making a total of 42 accredited schools.

Wayne University, School of Public Affairs and Social Work, Detroit, Michigan, Lent D. Upson, Director. Two year school.

University of Hawaii, Department of Social Work Training, Honolulu, Hawaii, Ferris F. Laune, Director. One year school.

State College of Washington, Graduate School of Social Work, Pullman, Washington, Bertha Gerber, Director. One year school.

West Virginia University, Department of Social Work, Morgantown, West Virginia, Emil M. Sunley, Head. One year school.

Under a ruling of the National Membership Committee which became effective in January 1940 when the AASW discontinued the separate accrediting of social work curricula, the AASW offers membership credit on a retroactive basis for work taken in a school of social work as soon as it is admitted to provisional membership in the American Association of Schools of Social Work. The period for such retroactive credit covers the two and one-half years prior to the school's admission to membership in the AASW. Retroactive credit is continued for five years after the date when the work was taken, so that it is important for former students in the above schools to apply for membership within five years of the time when they attended the school. Junior members who were admitted to the AASW on the basis of courses taken at Wayne University when the curriculum was accredited independently by the AASW are urged to get in touch with the national office to see whether additional credit may now be allowed for work taken during the academic years 1939–42.

A Working Manual for the ASSW

THE revised statement of Operating Policies of the Association referred to in the June COMPASS *has now been completed and distributed to all chapters. A number of members have already taken advantage of the availability of additional copies at cost (25 cents) and members are urged to become familiar with the principles, policies and procedures set forth in this document. They comprise the working manual of the Association, governing the operations of the Association as a whole, the National Board, national committees and staff, and the relationships among the various parts of the Association within bylaw and other provisions established by the membership.*

Some of the provisions of the Operating Policies which may be of special interest are reproduced here for the general information of the membership.

Basis for Professional Operation

Government of the Association is based on the premise that the program of a professional organization takes shape and direction when it is founded on understanding and agreement by its members as to the purposes they wish to pursue and on their voluntary participation in group efforts to realize these purposes. In a professional membership organization each member is conceived to be a potential agent in the exercise of professional influence and to embody in his individual knowledge and experience a resource which is to be used to clarify particular professional problems and to find and improve professional methods for dealing with them. To the degree that the purposes of the Association are enlarging and developing, difference of opinion as to method is inevitable and healthy.

Development of program requires progressive articulation by members of common purposes and an increasing utilization by them of the Association's knowledge and experience as the current basis for further joint work on professional problems. The development of program thus demands active interchange of ideas, constant reinterpretation and definition of various problems involved in professional advancement, effectuated through application of professional standards in methods and procedures. The Association's progress in meeting its problems of administration and program has inevitably to contend with a lack of definition and agreement as to the boundaries, purposes and practices of social work itself and with the rapid changes going on in the field of practice.

National Board Powers and Organization

In the plan for AASW operations, practical limitations on the scope and nature of the direct action that can be properly exercised by the total membership have made it necessary to delegate responsibility for continuous government of the Association to the National Board which is created by the bylaws for that purpose. The National Board therefore has the principal and original jurisdiction for carrying out the program of the Association and for development of its policies within limits set by the bylaws and membership votes on general policy matters.

Except for the Nominating Committee and its responsibility for drafting the slate for the annual election and the powers of the membership which can be exercised through the delegate conference or by mail vote, full responsibility for conducting the affairs of the Association is assigned by the membership to the National Board.

To facilitate performance of its governmental function the membership has constituted the Board as a representative body. In addition to the six elected officers the Board includes one member from each of the nine nominative districts and six members at large. Members from nominative districts, like members at large, are elected by the entire membership and their responsibilities are the same —to represent the total membership of the Association in promoting their common interests and aims. They bring to the Association's common council a clear appreciation of the problems, the needs and points of view of the membership in their respective districts, so that Association policy and program may

express the integrated experience and purposes of all its members; members of the Board from nominative districts are in no sense district "delegates."

In order to preserve its representative character the Board acts as a group, and no opinion or commitment by any individual Board member or officer can be regarded as directive to other members of the Board, each of whom must act upon his own judgment of the best interests of the Association.

National Board Functions

The National Board is responsible for the use of Association resources toward realization of the purposes of the Association. It is bound by limitations and mandates prescribed by the membership and reports back to the membership upon issues needing redefinition or reconsideration and upon materials which may be fashioned by the membership into new policies. The development of a professional association in social work involves for the Board the working out of policies and aims, procedures and activities, including the need to discover the most appropriate use of the Association's resources and influence in relation to the other forces bearing on the problem of social work standards.

The Board observes and enforces decisions of the membership regarding Association purpose, policy, structure and program until these are changed in accordance with established procedures and in the exercise of authorized powers and responsibilities of the several parts of the Association. The Board also considers and passes upon all policies and proposals affecting the program and management of the Association whether these emanate from staff, committees, offices, chapters or members, and submits to the membership, with the Board's recommendations, all such proposals as, in the Board's judgment, require or warrant consideration or action by the membership.

How the National Board Operates

In the early history of the Association it was determined that the National Board should be composed of members from various parts of the country. Its responsibilities, however, required its members to meet together. These two requirements, if met, established a cost of meetings. Unwilling to restrict its activity to those able to finance their own attendance, the Association adopted the policy of bearing the necessary costs of travel for National Board meetings.

Just as the membership must delegate responsibility for continual government to the National Board, within limitations and mandates prescribed by the membership, so the National Board for practical effectiveness must delegate certain parts of its work to the Executive Committee, to various national committees, and to the executive secretary, with power to act within limitations and instructions prescribed by the Board. The functions and responsibilities of these other bodies are described in later sections of this statement.

The National Board employs a staff to carry out administrative and program functions which cannot be discharged through its own changing volunteer services and its own discontinuous and general relation to internal operations. In the Association as in any organization recognizing professional standards, efficiency in administration demands that a board recognize the difference between its own relation to the service to be rendered and that of the executive who has more intimate knowledge of the problems involved and has a distinctive responsibility for seeing that:

> Administrative and program functions are carried out and are properly related to each other;
>
> Professional knowledge and skill are applied to and further developed in the staff's operations;
>
> Professional discretion is exercised in the performance of tasks specific to the agency, whether or not under explicit delegation from the Board.

The National Board relies primarily on the competence of staff for necessary knowledge of the current status of administration and program and depends on the executive secretary for information and recommendations about problems, needs, and policies which call for its deliberation and action. The National Board is accountable for seeing that the responsibilities which it delegates are efficiently discharged by the executive secretary and requires as assurance of this efficiency adequate statements of facts pertinent to administration and program, satisfactory analyses of problems and issues requiring its attention, and reports on questions of policy and procedure which call for its consideration.

In dealing with suggestions, comments and criticisms from members and with differences in understanding of program, of services rendered, sectional problems, etc., out of which complaints often arise, the Board is agreed that both suggestions and complaints will be more valuable if the initiator has full knowledge of the current situation about which questions are being raised. Such information, in terms of correspondence, committee and delegate conference decisions, is available in the national office, and can be drawn on to clarify the issues. If there is to be joint work on professional problems, based on professional methods and procedures, the National Board, the Association staff, chapters and individual members must share in the process. The responsibility for defining suggestions and criticisms in specific terms rests on the individual or group making them. The Association staff and the National Board can then compare the suggestions with the experience and information available in the national office. They would also be responsible for reporting back to the initiator and, when desirable, arranging for further discussion by correspondence or personal interview. It is the Board's belief that suggestions and criticisms will have the greatest value if they are submitted as the considered opinion of a professionally responsible individual or group with full awareness of the need for evaluation in the light of other available material. The Board has set up procedures for handling expressions from members and welcomes every opportunity to keep in close touch with the thinking of the membership. It is only through such contact that the Board can be sure that it is discharging its responsibilities in harmony with the purposes the membership as a whole wishes to pursue.

Nominations and Elections Procedures

Several actions have been taken by the Board to clarify and interpret present nomination and election procedures:

After considerable study the National Board has concluded that under present rules and bylaws the election of the president, or any other officer or member of the Board does not constitute a mandate for him to put into effect any changes of program, organization or administration, except in accordance with the known rules and policies. It should not constitute any basis of pressure on the other members of the Board to support any particular policies and plans, nor should it affect their interpretation of the policies and plans of the Association which they do support. There is a constitutional method in the bylaws by which a vote of the membership may be taken by mail, and use of that provision is in line with the plan and structure of the Association.

The Board believes that under the existing structure the entire Board and all officers should consider themselves bound by the general mandates of the membership rather than that the membership should be considered as being committed to the opinions of any individuals or individual holding an elective office. The bylaws specifically provide means by which the membership can and does express itself on issues through membership vote, either by mail or in conference, and both of these means of expression operate entirely independent of the election of officers, Board members and members of the Nominating Committee. It is the opinion of the Board that the only possible alternative to this interpretation of the Association's base and means for operation would be the initiation of a party system for filling elective offices and the abolition of the Nominating Committee.

In connection with membership on the National Board and the National Nominating Committee from nominative districts, the Board has made a ruling, to be effective at the time of the 1943 election: that when such members move away from the nominative districts from which they were elected, their positions are to be declared vacant at the time of the annual election next succeeding their change of location and thereupon are to be subject to the regular election process for filling unexpired terms of office in the Association.

Unassembled examinations for which there are no residence requirements are announced by the Missouri Merit System Council for a number of social work positions in the State Social Security Commission, Division of Child Welfare. The closing date for filing is December 31, 1942; examinations will be scheduled as soon as a sufficient number of qualified applications is received and applications received after the first examination has been scheduled but before the closing date will be held and considered for the next examination. Applications are available from the Merit System Council at 125½ East High Street, Jefferson City, Mo.